

The image features a background scene of a track and field event at Dulwich College. In the foreground, several male runners are competing on a red track. The runner in the lead is wearing a blue and black singlet and black shorts. Behind him, other runners in blue and purple singlets are visible. In the background, a large green lawn is populated with spectators, some sitting on the grass and others standing. A large, historic building with a prominent clock tower and spire is visible in the distance under a clear blue sky with light clouds. The Dulwich College logo, consisting of a vertical line and the text 'DULWICH COLLEGE' and 'FOUNDED 1619', is overlaid in the top left corner.

DULWICH COLLEGE
FOUNDED 1619

Fitness Instructor

Information for Applicants

Welcome

Dear Potential Applicant

Thank you for applying to work at Dulwich College. I hope that you will find the prospectuses and web pages useful and feel that they provide a better understanding of our aims, values and ethos. I also hope this booklet makes you feel you might thrive here, would like to join us and make a great professional contribution.

At heart, the College's focus ensures the wellbeing, experience and achievements of our pupils. We want them to be happy, to flourish and to get the very best from their time here. These aims also allow us to have a positive relationship with our families, and uphold our reputation and strategic ambitions.

We have a large, diverse, dedicated and talented team of colleagues. It is a huge collective effort to achieve our annual and long-term goals, and we could not do this without everyone working together in a diligent and good humoured manner.

As well as rewarding and fun, being part of the College is demanding at times and we have high expectations of all our colleagues. There are, however, many advantages and opportunities, which are better explained in this booklet. Put simply, we wish to get the best from everyone and we will seek to invest in you and develop you during your time with us.

We recognise that many of our colleagues are professionally ambitious. We will certainly help you in your aims, through mentoring, professional development courses and career opportunities.

We are fortunate to have a large College community, with several career pathways and experiences available. We hope that you will enjoy working here, really understand the value and the commitment shown by everyone and wish to play your part in the exciting life of Dulwich.

Mr Robert Milne
Master





The College

Dulwich College is an academically selective independent school for boys in south east London, known for its inspired teaching, genuine scholarship and broad co-curricular life.

Our dedicated and increasingly diverse staff of approximately 250 teachers and 350 operational colleagues, support a pupil body of approximately 1,850 across the Senior and Junior Schools and DUCKS, our co-educational nursery and infant school.

Set within 70 acres of beautiful grounds, yet only 12 minutes by train from central London, the College offers an exceptional working environment — spacious, well-resourced and rich in heritage. The campus blends iconic listed buildings with award-winning new architecture, creating a dynamic and inspiring setting that values curiosity, creativity and collaboration among both pupils and staff.



Vision Values & EDI

Our Vision

to be an outstanding school that inspires every pupil to work, study and serve with purpose, developing the potential to make a positive difference in the world.

Our Values

purpose, kindness and joy – underpin a culture of curiosity, creativity, compassion and integrity. We promote collaboration, resilience and appreciation of the benefits of living and learning within a diverse, inclusive community.

Equity, Diversity and Inclusion

We celebrate the diversity of our pupils, staff, alumni and parents, recognising that varied backgrounds and experiences create a vibrant and forward-looking community. Dulwich College stands firmly against discrimination in all forms and is committed to advancing inclusion, social responsibility and the core British values of democracy, liberty, respect, tolerance and the rule of law.

Job description

Job title

Fitness Instructor

Reporting to

Sports Club Duty Manager & Fitness Team Leader

Period of employment

Permanent

Hours of work

Part time - Sundays 09:00 - 15:00 all year round

Salary

£14.28 per hour

Role Overview

Working as part of the a team of instructors, the successful candidate will be responsible for the day-to-day operation of the Fitness Suite and Free-Weights Room, ensuring all users are appropriately inducted, exercise safely, and enjoy a high-quality experience.

The postholder will work closely with the Fitness Team Leader and is expected to contribute to the continuous development and improvement of service standards and member experience.

Please note that the successful candidate will not be permitted to undertake personal training activities within the Sports Club.





Role details

Key Responsibilities

- Monitor access to the fitness rooms, checking membership credentials where necessary.
- Provide induction sessions for new members, demonstrating the safe and proper use of the equipment, informing them of the usage rules/policies and promoting the ongoing services of the fitness instruction team.
- Manage the use of the area on a day-to-day basis with emphasis on safety and on motivating members to continue their training programmes for the long-term.
- Monitor the equipment for any maintenance problems, reporting issues to the Sports Club Technician and Fitness Team Leader.
- Ensure that all areas are always clean and tidy. Cleaning duties are an integral part of this role. Bags and personal belongings should be stored in the lockers provided.
- Encourage Free Weights users to replace dumbbells and barbell weights to the storage racks after use, or otherwise regularly replace them for safety reasons.
- Ensure that users wipe down the machines after use with their own towels.



Additional Responsibilities

- Provide tours for potential new prospects around the facility, completing a needs analysis to understand their goals and upsell a membership.
- Provide Fitness Instruction services to the College P.E. Department as requested and subject to terms agreed with the Director of Sport.
- Attend team meetings and training as required by the Fitness Team Leader. Please note these may occur outside of your normal shift pattern and may be claimed as overtime or taken off in lieu.
- Carry out other duties commensurate with the position as required by the Sports Club Manager.
- Possible involvement with the running, promotion and development of the Exercise Class programme, in conjunction with the Sports Club Manager.

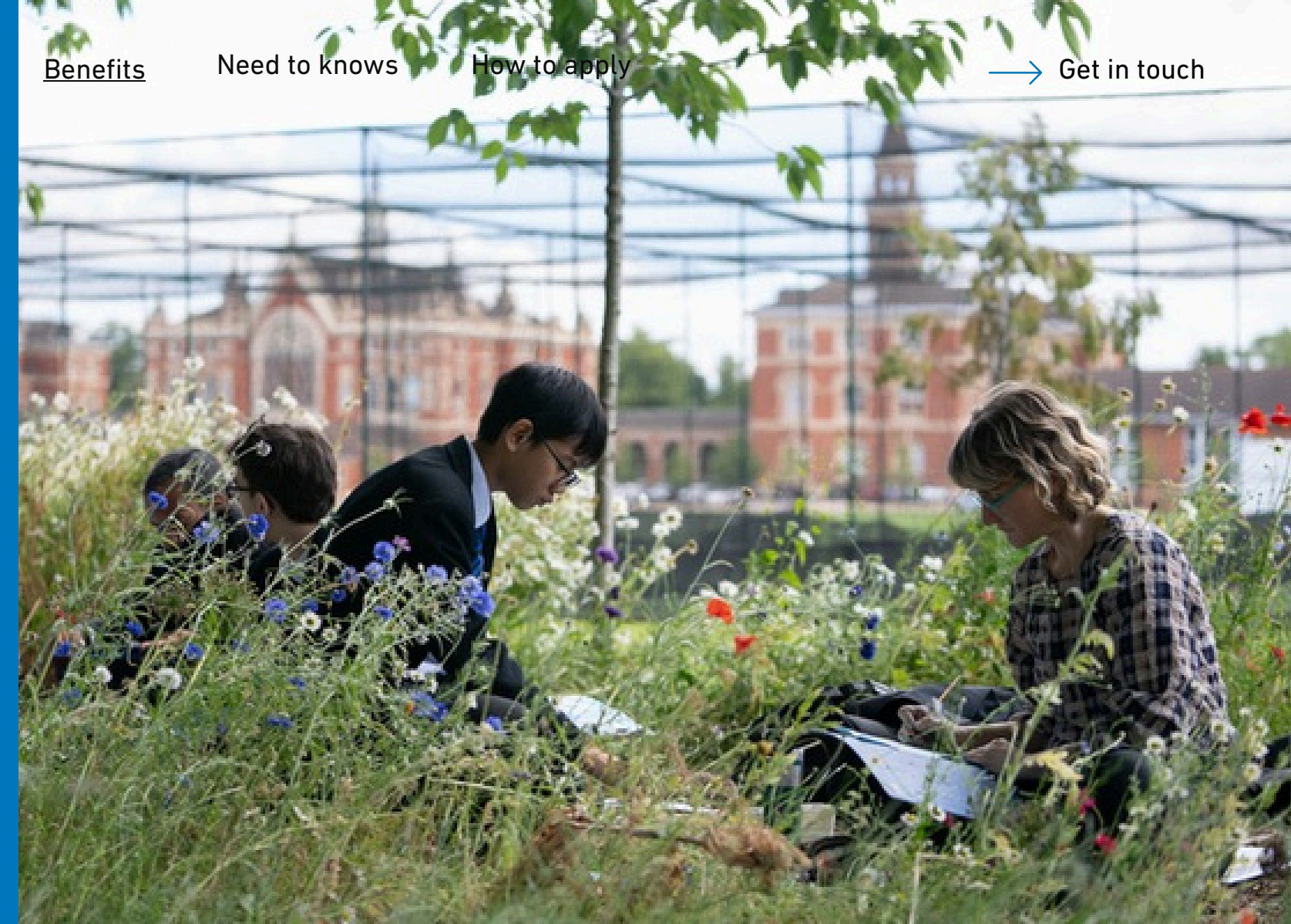
Role details



Person specification

	Essential	Desirable	Assessment
An appropriate and current Fitness Instructor certificate (e.g. FIA, NASM or YMCA approved)	Y		Application form
First Aid at Work certificate	Y		Application form
Previous experience in similar sports/health club environments and/or personal training	Y		Application form Interview
Knowledge and experience of the operation of "Pulse" brand fitness equipment.		Y	Application form Interview
Additional sports coaching certificates		Y	Application form
Basic IT knowledge	Y		Application form Interview
Strong inter-personal skills with the ability to engage and motivate customers	Y		Application form Interview
Personal interest and enthusiasm for being fit and active	Y		Application form Interview
Flexible attitude to working hours and duties	Y		Application form Interview
Desire to remain abreast of the latest industry developments and learn new skills as necessary	Y		Application form Interview
Customer-focused attitude to service	Y		Application form Interview
Willingness to promote the safeguarding and welfare of pupils	Y		Interview

College Community and benefits



Make your money go further

- Flexible pension/pay – Join TPS or choose the Group Pension for 10% employer contributions and a higher take-home pay. (Same total package).
- Lunches – Free lunch in the cafeteria or to take-away.
- Fee remission – Discounts on fees at Dulwich College, Allyn's Dulwich, JAGs Dulwich and DUCKS (admissions rules apply).
- High-street savings – Access to discounts on restaurants, food deliveries and shopping.

Help with your commute

- Bike to Work - Tax-efficient bike purchase.
- Onsite parking - Free parking on Campus.

Support for your wellbeing

- SimplyHealth plan - Cash back on routine medical expenses
- 24/7 GP access – Online consultations, advice and referrals.
- EAP – 24/7 emotional, financial and relationship support.
- Sports club – Free family membership.
- Eye tests & flu jabs – Free tests and seasonal vaccinations.

Protection when you need it

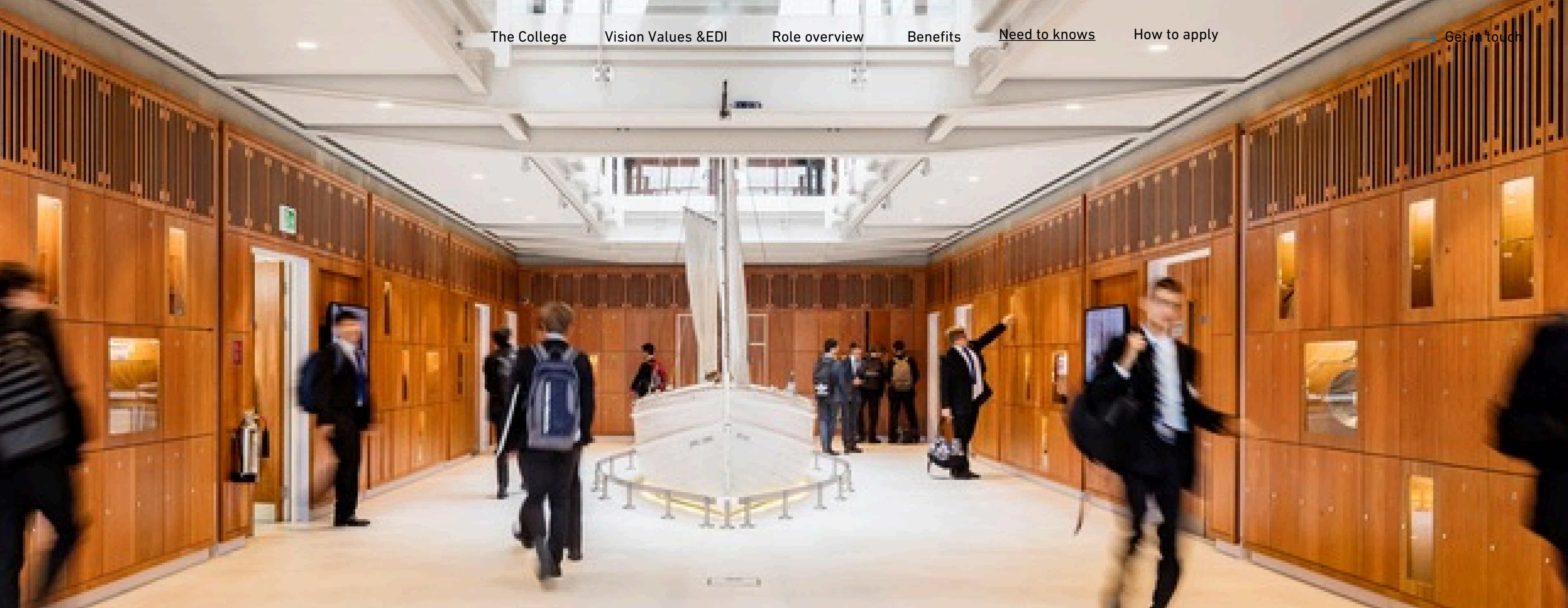
- Life insurance – Included with all pension schemes.
- Accident insurance – Cover for permanent disability or dental injury.

Support for life outside work

- Family leave – Enhanced leave for new arrivals
- New baby perk – Cash contribution from SimplyHealth.
- IVF leave – Up to 5 days for essential appointments.

Boost your social life

- Events & clubs – From Burns Night to book clubs and quizzes.
- Dulwich Picture Gallery – Free entry with staff pass.
- Dulwich Golf Club – Discounted 'Member's guest' rate.
- Private functions – Reduced rates for venue hire (subject to availability).



Important information

Safeguarding

All staff are responsible for safeguarding and promoting the welfare of children, completing the required training, and adhering to College safeguarding policies.

Health and Safety

Staff must also take reasonable care of their own health and safety and that of others, follow safety procedures, use equipment responsibly, and co-operate with managers on all health and safety matters.

Safer Recruitment

You will find our application form detailed — this ensures we meet the rigorous standards required when employing people to work with or around children and young people.

Vetting

All appointments are subject to pre-appointment vetting, as required by law, which will include satisfactory criminal record checks.

Get in touch

Queries should be sent to joinourteam@dulwich.org.uk



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